

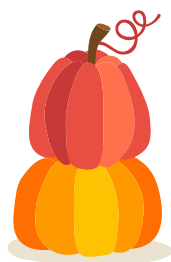
NOV 2023

MONTHLY NEWS

IPD Success!

Beginning in 2022, TDOT selected a group of projects called “transition projects” to be the first to utilize Integrated Program Delivery (IPD) principles. Those projects were assigned a project manager (PM), who then assembled a project team. The project teams have been utilizing the **Project Delivery Network (PDN)** workflows. The PDN has allowed the team to accelerate timelines, while discovering new, innovative ways to deliver projects.

The I-40 Smart Fiber Project extends across TDOT Regions 3 and 4, between Memphis and Nashville. The project was being delivered in TDOT’s previous siloed approach until we realized it was NOT going to meet critical deadlines. The Project Management Division and Traffic Design Division began collaborating on ways to utilize IPD and the PDN to accelerate the timeline to stay within the project’s schedule. A modified project team was quickly formed, and the team walked away with some big wins, lessons learned and an IPD project success story. Check out this video [HERE](#) to hear directly from some of the project team members about their collaboration, teamwork and determination that made this project a success.



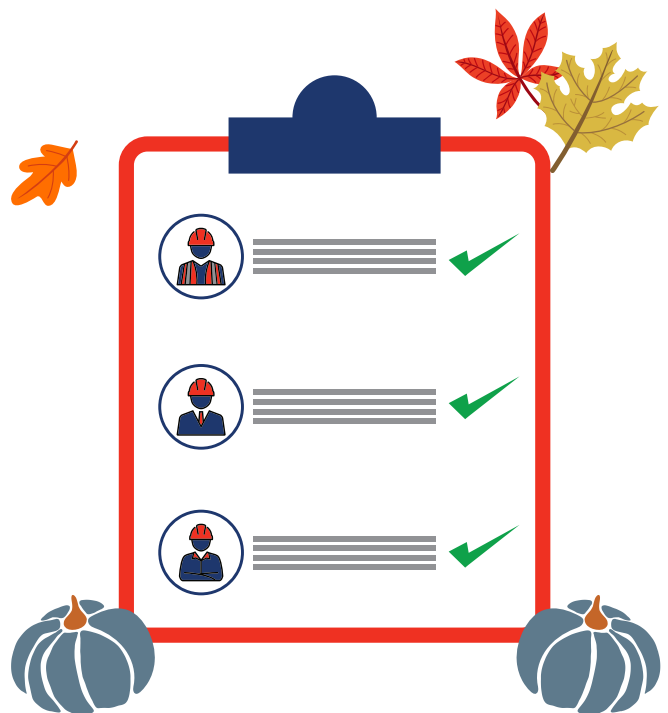
EPIC Management Academy

This fall, TDOT held the first EPIC Management Academy with 39 of our middle-management staff from across the department. Following the 2022 & 2023 EPIC Academies for leadership, participants were given the chance to immerse themselves into a team environment, learn from each other and enhance their skills to confidently motivate and inspire others. At the end of the academy, participants were asked to share their EPIC success stories and what inspires them to be change leaders for a culture of accomplishment, innovation and teamwork. By all accounts the opportunity to meet and work with other managers across the state was an epic experience!

EPIC Careers


Throughout November, we have posted 28 positions for Team Leads, Project Manager 2s, Senior Transportation Engineers, Statewide Technical Specialists, Transportation Superintendents and Region Transportation Engineers within the divisions of Project Management, Materials & Tests, Environment, Regional Preconstruction, Operations and Utilities. Since April of this year, we have posted over 200 EPIC positions in Leadership, Project Management, Engineering and Technical.

We have a few more positions we will be posting before wrapping up 2023 within the sections of Contract Letting & Admin Support, Estimating, Construction Resources, District Operations and Regional Preconstruction. Visit our [TeamTN EPIC Careers site](#) for current and future opportunities.





ProPath



Last month, we introduced TDOT’s new proficiency program, ProPath, which promotes skill enhancement and career advancement for our employees. It encourages the development of our employees by defining a career path based on knowledge, skills and abilities in a specific transportation-related discipline.

The first proficiency program of ProPath is for Transportation Workers in maintenance and TDOT’s James “Mac” McAbee and Michael “Mike” Hicks were instrumental in the development of the program.

“There has never been a program and a level of commitment of this size before,” says Mac McAbee. The ProPath curriculum is designed to improve proficiency, promote safety awareness, protect TDOT’s assets and propel employees into new opportunities. We interviewed Mac and Mike to hear what excites them most about the program. It’s about building a career, not just having a job, listen to those interviews by clicking [HERE](#).



Want to get involved or have feedback? Click here!